



Second~2nd Chance Employer Forum

AUGUST 27, 2009
9:00 am—11:30 am

MEZZA Conference Center
(Sodo Business District) –
Seattle, WA

2nd Chance Employers Partners:

- AARP Foundation
- Alaska Copper
- Federal Bureau of Prisons
- King County Community Corrections
- Metropolitan Improvement District
- Northwest Industries
- Pioneer Human Services
- Safeway Stores
- Seattle Conservation Corps
- Society of St. Vincent de Paul
- South Seattle Community College
- U.S. Pretrial Services
- U.S. Probation Office
- WA State DOC
- WA State DVA
- WA State DVR
- WA State DOC
- WA State ESD-OES
- YWCA ~ Passage Point Re-Entry

Newsletter



Contributors:

Joseph E. Garcia
Gloria Baker & David Duche
John L. Taylor

The Second 2nd Chance Employer Forum

By: Joseph E. Garcia

Following-up on the successful 2008 launching of the 2nd Chance Employer Forum, the Community Partnership for Transition Services in King County – 2nd Chance Employer Web.Link Database workgroup on August 27, 2009 sponsored the 2nd Forum held at the Mezza Conference Center in the Soho District of Seattle. It was keynoted by U.S. Magistrate Judge Mary Alice Theiler and Seattle Community College District Chancellor Dr. Jill Wakefield and attended by over forty 2nd Chance Employers and Community Partners. This half-day consultation focused on **“How to improve the employment exchange system for adults transitioning from prison and jail back to the community”**. Recently completed studies are showing a significant effect of Transition and Re-entry programs on recidivism, specifically those programs focused on education, training and employment opportunities. For local releasees going through a structured learn-to-learn cognitive-driven program during their supervision as a condition of their release requirement can make a big difference in whether they find employment, complete their GED or a training program or recidivate. The keynoters strongly urged support for Transition and Re-entry programs, whose efficacy confirms “Best Practices” and “validated outcomes”, “There is great advantage to creating safer communities, with structured intervention and appropriate support to releasees during their community supervision time and being enrolled in a local community college is a great place to start” Dr. Wakefield stated.

With approximately 2.3 million people in prison or jail, the United States incarcerates more people than any other country in the world-by far. Our per capita rate is six times greater than Canada's, eight times greater than France's, and twelve times greater than Japan's. Here, at least, we are an undisputed world leader; we have a 40 percent lead on our closest competitors-Russia and Belarus. Even so, the imprisoned make up only two thirds of one percent of the nation's general population. And most of those imprisoned are poor and uneducated, disproportionately drawn from the margins of society. For the vast majority of us, in other words, the idea that we might find ourselves in jail or prison is simply not a genuine concern. For one group in particular, however, these figures have concrete and deep-rooted implications-African-Americans, especially young black men, and especially poor young black men. African-Americans are 13 percent of the general population, but over 50 percent of the prison population. Blacks are incarcerated at a rate eight times higher than

that of whites-a disparity that dwarfs other racial disparities. (Black-white disparities in unemployment, for example, are 2-1; in nonmarital childbirth, 3-1; in infant mortality, 2-1; and in net worth, 1-5).

Transition and re-entry programs, need to start as soon as former releasees are paroled, is meant to forestall recidivism by helping people to get jobs and support their families and themselves, Twayla Adams Kill, a former release and now a full-time employee of a local 2nd Chance employer said. "About ninety percent of the (recidivism) problem is that they can't get a job," she said. "It would help a lot to have businesses where they can start people out, and if it doesn't work, they need to enroll in a training program at South Seattle Community College." Furthermore, Kelli Warner, Human Resource Manager for the Metropolitan Improvement District have been pleased with the quality of candidates provided to them through the Life Skills-to-Work program at SSCC and stated, "The new hires have been integrating very well into our system."

What a difference a Day Makes

By: Gloria Baker and David Duche

In a challenging economy, the value of meaningful recognition multiplies. While it may be financially prudent to forgo expensive awards or events, the Community Partnership for Transition Services strives not to lose sight of what recognition is all about. Whether companies are large or small, we want them to know that what they do makes a positive difference. And employers should hear it now more than ever.

As companies scale back on formal awards and events, recognition becomes less about the stuff and more about how the message is delivered in a meaningful way. In fact, studies show that what employees crave most is a sincere "thank you for a job well done." And, fortunately, it's exactly that kind of recognition that moves the needle towards the positive in engagement, retention, and increased outcomes.

Ana Johnson was instrumental in securing U.S. Magistrate Judge, Mary Alice Theiler as Key Note speaker for the August 27th event held to recognize the contributions made by community employers. Judge Theiler open remarks spoke on how employers, law enforcement, community corrections, and partner agencies are working together to build programs and partnerships in support of safer communities.

Joseph E. Garcia spoke on the education, training and GO2WORK programs in support of adults in their successful transition from prison & jail back to their communities. Mr. Garcia discussed community reintegration through a purpose driven cognitive behavior Learn-to-Learn curriculum, and hands on 2nd Chance Employment opportunities.

Larry Fehr remarked on how for more than 40 years, Pioneer Human Services has proudly provided an integrated array of counseling, treatment, housing, re-entry, and job training services.

David Duche facilitated Employer Incentives session and introduced the panel discussion led by John Taylor to highlight success stories. The session highlighted how support services, matched with employment, helped people who find themselves on the margins of society to successfully reintegrate into their home community. Panel members spoke on demonstrations of the resources available to employers and on how successful collaboration is an “added value” between community partners and law enforcement.

How does a participating Employer benefit:

- Employers will receive referrals of our most qualified, appropriate candidates for their needs.
- Employers will have access to federal incentive programs worth thousands of dollars per employee hired and retained.
- Employees may be bonded at no cost to the employer.
- By giving quality candidates a chance to prove themselves, employers will gain loyal contributors to their team
- Employers will play an important role in reducing recidivism and increase the quality of life in their community

Pioneer Human Services was proud to be contributing partner and will continue to seek ways in which to demonstrate conclusively that increase collaboration and shared resources make a positive difference in people lives.

What a difference a Day Makes.

Special thanks to the following participating employers:

Alaskan Brass & Copper – Kelsey Ruiz
Metropolitan Improvement District – Kelli Warner
Northwest Industries – Scott Gaynor
Pacific Coatings
Cleanscapes
Safeway
Frontier Door & Cabinet – Mark Southern
Northwest Center – Nick Codd

By Gloria Baker & David Duche

The Seattle Conservation Takes Pride in Participation

By: John Taylor

On, Thursday August 27th, 2009 The Second Annual Employers' Forum was held at the Mezza Café in the Starbucks building. This event was Hosted once again by Pioneer Human Services, Sponsored by US Pre-Trial and US Federal Probation, South Seattle Community College, Seattle Conservation Corps, Federal Bureau of Prisons, Washington State Department of Veterans Affairs, Washington State Department of Corrections, AARP Foundation and The Society of St. Vincent DePaul. In attendance were Numerous Private Second Chance Employers.

The focus is to bring this group together yearly to discuss what has worked, what has not and how do we improve. These are members of the Community Partnership for Transition Services. A well nit group that provide wrap around services for individuals who are transitioning into the community from various institutions that seek opportunities to make changes in their lives to once again becoming productive employed members of the community.

The keynote speakers were U.S. Magistrate Judge, Mary Alice Theiler, Senior Vice President for Re-entry Corrections, Pioneer Human Service Larry Fehr, and Dr. Jill Wakefield, Chancellor Seattle Community College District.

Each speakers theme focused on the importance of how Living Wage Employment play in the reduction of Recidivism and the impact on the individual, his or her family, community, the reduction in costs of incarceration, the rebuilding of lives with a greater outlook to the future.

Community Partnership for Re-Entry Services has established a secured Web Site managed by the US Pre-Trial Courts that provides a listing of over Four Hundred Second Chance Employers in the Greater Seattle area who are willing to provide employment opportunities. Seattle is a leader in building and re-investing in the lives of those who seeks to make changes in their lives and become responsible parents, community members and productive citizens.

Certificates were presented to Employers who has demonstrated their willingness to employ these individuals. Awards Certificates were also presented to individuals, who stepped up and met the challenge, become employable and have retained their employment.

The Seattle Conservation takes pride in participation in just this one of it many efforts to bringing change, hope into the lives we serve.



Chancellor Dr. Jill Wakefield



U.S. Magistrate Judge
Mary Alice Theiler



Terry Weber OES



2nd Chance Employer Panel



PHS Planning Team



Zella Ramsey DSHS/OSE



CPTS 2nd Chance Employer
Forum Planning Team



2nd Chance Employers